

WORKFORCE DIVERSITY CONTINUUM



The Office of Equal Opportunity (OEO) has developed the Workforce Diversity Continuum to function as a roadmap for the State of Missouri's executive departments to see where they are currently in their workforce diversity journey and how they can advance their diversity and inclusion (D&I) efforts.

The Workforce Diversity Continuum has three parts:

1. **The Stages** – Along the continuum there are five stages. Each stage includes a description, desired outcomes, and examples of concrete actions. These stages are not steps, but phases along a continuous sequence of advancement to achieve the next stage of outcomes. Departments may take action that falls into any stage at any time, though mastering or fully completing one stage before the next will aid in achieving a sustainable culture of D&I.
2. **Desired Outcomes** – In order to help departments understand the desired outcome at each stage of the Workforce Diversity Continuum, the gray boxes linking each stage's description provide the goal your team should aim to achieve before focusing efforts on the next set of opportunities in the following stage.
3. **Actions** – While this not an exhaustive list, the description of each stage in the continuum includes action item examples. The department will come up with even more ideas for its unique situation, and OEO will be there to help along the way!

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